



# Commission on Improving the Status of Children in Indiana

Recommendation to the Commission

**Party Submitting Recommendation:** Equity, Inclusion and Cultural Competence

**Date of Submission:** 12/10/2020

**Type of Action Requested:**

Legislation     Administrative Rule or Policy     Resolution of Support or Endorsement     Professional/skills development

Other: Approve resource packet for organizations who hire equity leadership staff

**Which of the Commission's Strategic Priorities does this Recommendation help advance (check all that apply):**

Child Health and Safety     Juvenile Justice and Cross-system Youth  
 Mental Health and Substance Abuse     Educational Outcomes

**Summary of Recommendation:**

Review and approve the equity and inclusion resource packet.

**Background of Recommendation:**

What is the need or problem, and how does it impact disparate populations?

The need is to ensure organizations have guidance about the responsibilities of equity and inclusion positions and identify organizational readiness for change regarding equity and inclusion

What data, research or other information did the recommender consult to formulate this proposal?

The workgroup researched equity and inclusion position responsibilities, readiness assessment tools and E&I resources from organizations who have hired and implemented equity and inclusion positions.

What disproportionality did the data reveal?

This resource packet will serve as a guide that will aid in E&I positions which will impact the reduction of disproportionality.

What is the current response to the problem by the State of Indiana?

The State of Indiana has recently embraced efforts on equity and inclusion by hiring an Equity and Inclusion Director.

What solution is the recommender proposing, and how does it affect disparate populations?

The recommendation is to review, approve and disseminate the equity position resource packet to organizations who will hire equity and inclusion staff.

How does the solution address the disproportionality in the data?

The documents will inform and provide guidance for equity and inclusion staff which will address reducing and eliminating disproportionality

**If a legislative request, cite the current relevant code and specify what change is being recommended.**

N/A

**If a policy request, cite the current relevant policy and specify what change is being recommended.**

N/A

**If the recommendation involves an endorsement or public promotion of a specific initiative or statement, attach the document of which you are seeking the Commission's support/endorsement/promotion.**